

National Aeronautics and Space Administration (NASA)
Policy Statement on
Diversity and Equal Opportunity

At this important moment in the history of NASA, as we move out with optimism and a renewed spirit of discovery to meet the challenges of the new Space Exploration Vision and Mission, I am reaffirming the Agency's commitment to diversity and equal opportunity. A diverse workplace, dedicated to maximizing the potential of every employee, is integral to the NASA vision and mission, and a necessity for the success of NASA in the 21st century. NASA is committed to fostering an environment that embraces open and effective communication, teamwork, and mutual respect for each other.

In demonstrating our commitment to these principles, we will celebrate and honor our NASA Core Values of Safety, the NASA Family, Excellence, and Integrity. We will recruit, hire, and retain a diverse workforce that is highly skilled in the competencies needed to fulfill the NASA mission and vision for space exploration. NASA will strengthen and maintain a workplace culture that promotes understanding and appreciation of diverse cultural and ethnic backgrounds and lifestyles. In doing so, NASA will continue to encourage respect for the value of diverse ideas, perspectives, and experiences, acknowledging the benefits for innovation and excellence that such diversity can bring.

NASA will exemplify in all of our decision-making the principle that employees have the freedom to compete on a fair and level playing field and, thereby, empower everyone to fully contribute. We will provide a workplace environment that is professionally supportive and intellectually stimulating. We will provide a workplace environment that is safe and free from all forms of illegal discrimination, including harassment, reprisal, and retaliation, and where needed and appropriate, reasonable accommodations are readily available for employees and others with disabilities who participate in our educational and related programs.

I expect each NASA manager and supervisor to treat all employees, our partners, and others with whom we work with respect and dignity. I also expect each supervisor, manager, and team member to understand, respect, and act in accordance with our equal opportunity rights and responsibilities. I especially expect the supervisors and managers to lead the way by example in shaping our workplace culture and environment.

Like America, NASA is a beautiful mosaic of people from different backgrounds, with different talents and expertise. Being open to listening to new and innovative ideas that enlighten and provide unique insights into our work can encourage employees and others to "go the extra mile" to help us not only meet expectations set for our Agency but, in fact, exceed those expectations.

Accordingly, our commitment to diversity and equal opportunity is not only “the right thing to do” but it also is the “smart thing to do” for success in the 21st century. A high-performing workforce enhances our ability to more effectively implement the President’s historic mandate, to return to the Moon and journey to Mars and beyond. To do this, each of us must redouble our efforts to treat all employees as we wish to be treated, with respect, fairness, and dignity. In doing so, the NASA Core Values become embedded in our every thought and action. I am confident that we can do this.

I will do my part, and I challenge you to do yours.

ORIGINAL SIGNED BY

November. 9, 2004

Sean O’Keefe
Administrator

Date